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**The Iowa Blind History Archive
History of Blindness in Iowa - Oral History Project
Interview with [Name]
Conducted by [Name]
[Date]
Transcribed by [Name]**

NOTE: Any text included in brackets [] is information that was added by the narrator after reviewing the original transcript. Therefore, this information is not included in the audio version of the interview.

**Jonathan Ice, 60-years-old, Cedar Rapids, Iowa
Meredith Ferguson
Iowa Department for the Blind
3/10/2011
Full Interview**

Meredith Ferguson: My name is Meredith Ferguson and I'm interviewing Jonathan Ice today. We're at the Iowa Department for the Blind building here in Des Moines. The

date is March 10. It's roughly 8 am. I'm going to start off by asking for your permission to record this interview; is that okay with you?

Jonathan Ice: That is granted.

Ferguson: Okay great. So, we'll start off by...could you tell me where you currently live?

Ice: I...first my name is Jonathan Ice and I currently live in Cedar Rapids, Iowa.

Ferguson: Okay, and could you state your age for me and your place of birth?

Ice: I am 60-years-old and I was born in Albany, California.

Ferguson: Could you tell me who your parents are and if you have any siblings?

Ice: My parents are, were; my father was Oscar Ice. He died in 1995. And my mother is Martha Ice, and I have five siblings four of them surviving.

Ferguson: Are you...

Ice: Do you want the names of all of them?

Ferguson: No, that's okay. Are you the only blind child?

Ice: Yes.

Ferguson: Okay. And then, could you briefly tell us what's the cause of your blindness? I know you're not completely blind.

Ice: Yeah. I am...its congenital toxoplasmosis. My mother had toxoplasmosis while she was pregnant with me. For those who are not familiar with toxoplasmosis it's a, I believe, a fairly common disease, but it's like a mild case of the flu. It doesn't affect a healthy individual at all, but it can cause birth defects. And so, it caused inflammation on the retina primarily in the macula. And so, I was born with Macular Degeneration.

Ferguson: And, at what age did you start to notice sight...or did you...

Ice: It's been since birth.

Ferguson: Since birth, okay.

Ice: It's been since birth, it was actually before birth, yeah.

Ferguson: Okay, has it gotten worse over the years?

Ice: Nope, it's been stable. There's only one period where it got any worse. I was in my sophomore year of college and my left eye went blurry to me. And, I've always been able to read if I get close enough.

Ferguson: Oh, okay.

Ice: But, for that one and a half week period where I had that exacerbation, I couldn't read more than about five minutes without just...I couldn't physically go beyond that, which was highly unusual. And, fortunately, it cleared up and there's been no activity since.

Ferguson: Okay then. Next question could you just give a little background on your education; just like where you went to college and then, because I know you're from out of state, so...

Ice: I got my undergraduate education at Carleton College in Northfield Minnesota. And, I really appreciate it; just wonderful education there. And then, I've had periods of education since then equivalent of about four years, or so, of undergraduate education at the University of Minnesota. Went one year in the Physical Therapy Masters Degree program at Columbia University in New York City.

Ferguson: Oh, okay.

Ice: The two year program, I didn't make it through. And then, this would be a two-year program at Mankato State University, now known at Minnesota State University Mankato, getting a Master's Degree in Rehabilitation Counseling. And, that was...I got the degree in 1996.

Ferguson: Okay. And, that's your current occupation a Rehabilitation Counselor, or...?

Ice: Actually I'm a Rehabilitation Teacher now, but I started out at the Department as a Rehab. Counselor.

Ferguson: Okay. Well that kind of leads into the general question that I know you want to talk about today; coming in from out of state and going to the Iowa Department for the Blind. So, I guess, do you have any place that you'd like to start in general, or...?

Ice: Oh, sure I might as...I had, ever since I got involved in the organized blind movement, I was aware of the Iowa Department for the Blind. It had played a rather major role in development of blind services in the country. And, since I was a member of the NFB and the current administration of the Department for the Blind, at that time, was not...It wasn't anti-NFB; it was not pro-NFB either. There was a tendency in the Braille Monitor to paint it negatively. And so, then when I was in grad school, one of the things that I found out was I got a full ride scholarship to do a summer program down at Mississippi State University. So, there's another university. (Laughter) The Mankato program was General Rehab. Counseling, but I had all along been hoping to get into an agency for the blind.

And so, at Mississippi State that summer program had an emphasis on blindness. So, I thought, hey, there's an opportunity to get something that the Mankato program can't offer. I went down to Mississippi. I already had arranged to have my internship with the Mankato program in Minnesota.

Much longer internship that was about a six...meant to be about a six month internship. But, the Mississippi program had a three week internship as part of its program. Most of the people in the Mississippi program had their internships at places down in the central South. And, I had

no intention of doing one down there. I realized that internships often lead to jobs.

Ferguson: A-hum, yes.

Ice: I was married at that point, living in Minnesota, and my wife had elderly parents...she's an only child...had elderly parents in Waukon, Iowa...far Northeast Iowa. She wanted to be within an easy day's driving distance of her parental home. That left me three choices if I wanted, actually two choices, if I wanted an agency for the blind: Iowa or Minnesota. Wisconsin does not have an agency for the blind. And so...and besides that, Wisconsin had a terrible reputation as far as blind services. (Laughter) And so, I decided okay well, I'm going to try to get this Mississippi internship in Iowa, if that can be arranged. And, the guy down there was very cooperative. He worked things out with Creig Slayton here and so, I came here to do my three week internship, and I loved it.

Ferguson: Yeah?

Ice: I had a chance to see what kind of a very...the kind of culture there was here. There was a kind of commitment and, oh, what am I trying to say here, sense of mission.

Ferguson: Okay, yeah.

Ice: That is very unusual, especially in government agencies. I think it's unusual anywhere. And, I could feel that from top to bottom. And, I felt that certainly the Department was espousing all of the kinds of things that I

and my colleagues in the NFB had been pushing. And, it seems to me to a large extent they were...it wasn't just lip service; they were actually doing it.

Ferguson: Yeah.

Ice: There are lots...every agency for the blind in the country talks about wanting to get blind people to be independent and all that kind of stuff, but some of them do lots of stuff to work in the opposite direction. So, I had a wonderful three weeks here; got exposed to a wide variety...I had a week in the Orientation Center. I had a week traveling around with Rosie Thierer and some of the other Rehab. Counselors. I traveled around with Elsie Monthei as a Rehab Teacher; library; Business Enterprise. And so, got a very nice introduction to what was going on here.

Well, I went on back to Minnesota and started my internship in Rochester, Minnesota. And, I spent two months in that, actually three months, and I had a chance to see, okay, this is an agency that's trying to move in the direction that the Iowa Department for the Blind sort of set out 30 years before. But, it was a much larger agency and had a lot more people there who were there from before the changes were happening and were resisting it very much, and so it was very hard to make any kind of change there. There was no unanimity of purpose. It was a much more decentralized agency, too; being out there in Rochester we only vaguely understood what was going on in St. Paul. And so, I just never got much of a feeling for it as an agency. It's a much larger state. They did not have the regular staff meetings that we have here. People here complain all the

time about having to come in for staff meetings, but having seen another agency that didn't have that unifying influence, I see that it's very important to have the staff meetings.

Ferguson: Sure, yeah.

Ice: And so, two months into my internship up there I got a call one from Creig Slayton, one from Rosie Thierer, one from Bonnie Linquist, "We have some openings for Rehab. Counselors down here, you want to apply?" (Laughter) Well, it was an offer that I could not refuse. I mean, I had nothing to lose, for one thing.

I'm in the middle of my internship. I came down to Des Moines, had the best job interview of my life and was the first to be picked from among the candidates.

Ferguson: Wow!

Ice: At least, so I was told by someone else later. And so, that December, December 11th of 1995, I came down here for my first day of work at the Iowa Department for the Blind and flew out to Baltimore.

Ferguson: Oh! (Laughter)

Ice: So, it was a strange thing. I went out for a week at Baltimore at the NFB headquarters there. There was, I think it was a technology seminar of some sort. Technology was nowhere near where it is now in those days. I went out with Doris Morritz, who was the...ran the loaner pool stuff and some of the other...I think she also did some technology training stuff, what little stuff we did in those days. So,

went out there, and so we spent a week there in Baltimore. Then I came back and really started at the Iowa Department for the Blind a week later. (Laughter)

I spent three months at the Orientation Center and then in April I was posted out to my place. Well, I'm sort of getting long on this, but the thing in the Orientation Center...this is where I started to notice some of, as an outsider observation. I had gone through the rehabilitation training program at BLIND, Inc. in Minneapolis, which is one of the NFB training centers, and had loved the experience. Now, the NFB training centers were modeled on what was started here in Des Moines, but they had taken those principles further. They were incorporating more of the new technologies that were coming in. They were...they were just more rigorous. They had totally blind people in many cases teaching cane travel.

Ferguson: A-hum.

Ice: Certainly my teacher was. The expectations of what a person would do in cane travel were higher. That's where I...that was the discipline where I found the biggest difference. And, we were expected to really...we were really pushed. And, I came here and we're right in the transition in the Orientation Center. Jim Witte had just stepped down as the Director. Sandy Tigges was brand new as Director.

15:00

Ice: Jim Crawford was just retiring as the travel instructor and...I'm just blanking out on his name, Larry Sidwell.

Ferguson: Okay.

Ice: Larry Sidwell was coming in as the travel instructor. And so, part of the thing might have been just that we were in transition. But, one of the things that really disturbed me was that in travel people were doing a lot...this was in the winter. They were doing a lot of their travel stuff in the sky walks. If the weather was at all nasty outside, they were allowed to be in the shelter of the sky walks. At BLIND, Inc. in the winter I'd gone through the winter there, too; in Minneapolis they had no pity on you. If it was ten below you'd go out anyway. If it's snowing, you go out and do it anyway. The worst was going out in 40 degrees and driving rain.

Ferguson: Oh, Lord!

Ice: You go out anyway because that's the real world.

Ferguson: Yeah.

Ice: And so, what I was seeing happening with the students here was that they were afraid of travel. In the sky walks it was sort of in the womb; no traffic to deal with.

Ferguson: Sure, yeah.

Ice: And so, in one of them I was talking with her and she was talking about she had gotten lost on one of her things. She just sat down and waited for Larry to come and find her. Wow, this is really backwards. (Laughter) And so, this is how I was noticing things were happening there. And so, after I

had finished the training program and was getting ready to go out to my Eastern Iowa location I put together a letter to Sandy Tigges and the people at the Orientation Center thinking they'd be interested in getting an outsider's view of what was going on here, and especially with regard to the travel. It was not accepted very kindly. I think it didn't ruin my relationship. I wasn't ranting at them; I was just, "I think that you should consider this kind of stuff..." And, I think in some ways it did have an effect. I think they did at least tighten things up somewhat. I don't notice that people are just hanging around in the sky walks anymore.

And, another thing that I noticed was that okay, well, that we have this proud tradition of having the programs we've got started by Kenneth Jernigan. But when he left, I didn't know him well, but I did get a chance to spend some time with him in the late years of his life. And, the guy was not a person you wanted to be in opposition to. He was a very formidable character, very strong opinions and he made lots of wonderful friends and very strong enemies, too; he was that kind of person.

Ferguson: Sure, yeah.

Ice: And so, when he left here there were plenty of people here thinking good riddance. But, some people who just thought this guy made this what it is, and he just did a wonderful thing here. Well, to the credit of the people here in Iowa, even those who hated the guy's guts, they realized that he had built a great edifice here, didn't want to change that. They were glad to see him go, but they didn't want to change the program. And so, but what ended up happening was that his legacy was preserved in amber. There are

Jernigan speeches and stuff that happened before 1978. It's as if he had died at that point.

Ferguson: Yeah.

Ice: He lived another 21 years and was very, up until the last few months of his life, he was still a very vital character. And so, as if this guy no longer was around. He was still the driving force of the NFB. (Laughter)

Ferguson: He didn't go anywhere.

Ice: He stepped down as President in 1986, but anyone who would be honest about that, the person who really mattered in the NFB was Kenneth Jernigan, not Marc Maurer. (Laughter) And so, that seemed sort of odd to me. One of his [Jernigan's] best speeches, and I think they're now using it here, but one of his best speeches was, "The Nature of Independence," which he did in 1991. Which I found to be a very freeing thing, because the NFB can be sort of rule bound. That this is the way we believe. You do this because this is the right way. And, his approach to independence was that first of all, you've got to be able to believe that you can do it on your own, but once you know that, then that gives you the freedom to do whatever works best. And so, if that means using a sighted guide to go somewhere that's going to do things better under the circumstances, there's no shame in that.

Ferguson: Sure, yeah.

Ice: And so, he used travel things a lot in that speech, but it's a wonderful speech. If you haven't ever encountered it, do.

Ferguson: Okay, yeah.

Ice: And so, he...so that wasn't in play. I read it at one of the...as sort of a parting shot at the Orientation Center there.

Ferguson: Oh, okay.

Ice: And it...so anyway, my letter that I wrote was meant to be constructive criticism. It was not meant to be, "Oh, you folks are just hopeless. You're never going to get it right." (Laughter) But, I think it did have some effect. And then, when Allen Harris came and, of course, he's involved with NFB.

Ferguson: Yeah.

Ice: Then things started, some of the more recent NFB developments like we had at some of our training centers, they started to come back into the Department. I think that revitalized a lot of that stuff, and so it was that preserved in amber was no more. And, even though and I think that's pretty much remained even though he's not here anymore. And so, anyway, those are my observations coming from outside. I think it's...I don't know whether it's the best agency for the blind in the country, but it's certainly one of the best ones. There are some other states that are giving us pretty good competition, but most aren't.

Ferguson: What do you find that the Department is...we're still growing that, like, the other agencies that are giving us a run for our money, so to speak...are we learning from them at all or are we still...?

Ice: Yeah I think we have...one of them is Nebraska right next door, and we've done some stuff with them, and I think the other ones...and then, we were, I don't think we've been passed by, by Hawaii but they certainly tried to catch up to us.

Ferguson: Oh, yeah. I'd talked to Dave Hauge and he was telling me how they exchanged students or teachers for...

Ice: Yeah, the Department for the Blind made me go to Hawaii twice. (Laughter)

Ferguson: They made you go?

Ice: I went out there twice in 2007 or 6, somewhere around that back there, to help out with mentoring the travel teachers out there. And, it was a wonderful experience. I think New Mexico, I've never seen their organization, but it sounds like they got a pretty good program down there.

Ferguson: They're a name I've heard of, too.

Ice: And so, those are the ones that I think of as being possible competition for status as number one. So, that's what I have. Any questions that you had for me?

Ferguson: Well, I kind of...you've been mentioning the NFB and I'm actually very interested in what, I guess, how you came to be involved with them and if you've done...are you involved in the advocacy part very much or, I guess, I'm just interested in why you became, why you joined. And, what you do, basically.

Ice: Okay, sure. My first contact with NFB was very fleeting. I was living in Faribault, Minnesota in 1973 and '74, or '74 and '75 rather, and that's where the state school for the blind in Minnesota is. And, there was a small NFB chapter there, but very ineffectual. I went to a meeting or two and thought this isn't for me; that was it. Then moved up to Minneapolis and settled in North Minneapolis and was on the Hawthorn Community Council there, and one of the other people thereon the Hawthorn Community Council was Peggy Chong. (Laughter) She lived, Curtis and Peggy lived about, oh a half mile away from where I did, and so I got to know her not in the context of blindness but in community organizing. And, she talked about the NFB, but I wasn't particularly interested.

Well, on the way back to school I was persuaded to pursue the physical therapy thing in the early 1980s. I went back to state services for the Blind in Minnesota. My counselor there said, "Okay you got to apply for the scholarships from the ACB and NFB." So, I dutifully went ahead and applied to both, and didn't get a scholarship with either, but in the process I went...on consecutive weekends in Minneapolis both organizations were having their state conventions. Went to the NFB one and was very impressed. Here are a bunch of blind people who are actually doing something. And, there seemed to be very competent people.

There seemed to be a coherent philosophy here and I found that very appealing. And, they weren't as intemperate as they were often painted by the opposition.

Ferguson: Okay.

Ice: And so, then I went to ACB the following weekend and it was a smaller gathering. A lot of people mostly from the agencies like Minneapolis Society for the Blind and some people from State Services for the Blind, too. Most of the leadership either directly or behind the scenes was sighted people. And, I remember this one guy I was talking with at a social thing, he had been a physical therapist at one time, and he went blind and he said, "Well I can't and shouldn't be doing that." He was working for the Minneapolis Society for the Blind. This is the kind of attitude... (Laughter) And, I thought, "Wow, I don't think I want to go there." (Laughter) And so, I turned away from ACB and toward NFB, and even though I never got a scholarship with NFB, I started attending their meetings and finding it worthwhile. And, when they would go to the legislature of Minnesota, I would go there to Capitol Hill and see the representatives and that stuff there and did a few other things and became...and then a few years later Judy Sanders, who at that point was the President of the Twin Cities chapter, invited me to be on the board of the chapter. And I said, "Well you know one question that I have here is, okay, there seems to be a tendency for people to go party line here. I'm a rather independent thinker. Would you have problems with that?"

30:00

Ice: “No, no...but the basic thing was that if the organization makes a decision on something we don’t want you to be actively opposing it.” And, that seemed to make sense to me. And so, I’ve been active in it ever since and often in a, at least a subordinate board type role.

Ferguson: What year was that? That you were...

Ice: That would be about...it would have been, I think that was probably about '86 or '87.

Ferguson: Okay, so you were involved with the NFB long before you...

Ice: Oh, yeah '83 was when I first started getting involved.

Ferguson: Okay.

Ice: '86, '87 was when I would have been started on the board of the local chapter. And, I’ve never held any state level or national level office.

Ferguson: Okay.

Ice: And so, that kept on for many years and I started went to my first national convention in 1985. That was a real revelation, because that was a whole different thing from the state conventions. You get 2,500 or more blind people in one place. It was the first time I’d ever been in a place where it was normal to be blind.

Ferguson: Oh, how was that?

Ice: It is...it was really freeing. It was just inspiring too, and it was blind folks who were running this thing; it wasn't a bunch of sighted people pulling the strings and then having a few figureheads up there doing it. And, Jernigan was in the height of his powers at that time; impressive guy. And so, got involved with them and then came down here. Came south of the border in 1995 and kept active. Now, especially since I'm with a state agency, I felt it important that I not be in some kind of sort of linchpin role in the NFB in Iowa. There are two roles and they aren't always compatible.

Ferguson: Sure.

Ice: So, I could be treasurer of my local chapter; that's not a conflict. But, if I end up being President of my chapter, I think that's maybe a little more of a problem.

Ferguson: Conflict of interests?

Ice: Yes. And so, I've chosen to be a subordinate role so that I don't have the conflict with my job.

Ferguson: Do you know...you mentioned that contested elections aren't really done. Do you know why that is?

Ice: I think it has been the tendency to have strong leaders, starting with Jacobus tenBroek. And then, he would have been succeeded by Kenneth Jernigan, but they never mentioned there were some other Presidents in there; but they never mention them. John Taylor was a President of the NFB at one point, briefly. Ralph Sanders was a

President. There's another guy, I can't remember his name, who was a President for a year or two, but they're never mentioned. If they get a strong person, whether it's a good person or a bad person, that person can often remain in state leadership or national leadership for a long time. Marc Maurer has been President now for 25 years.

Ferguson: Oh, wow!

Ice: Peggy Elliottt was President here for, I think, close to 30.

Ferguson: So, it's not just...I mean having done a lot of reading and research, I guess I was surprised at how long Jernigan was in office, but I guess that's not an unusual thing.

Ice: No. There were a number of discontinuities, or however you pronounce that, because he was sometimes President, sometimes wasn't; had a lot to do with the varying health of tenBroek.

Ferguson: Okay.

Ice: And, I think Ralph Sanders' Presidency was at a time when Jernigan was having some health problems. And so, those little gaps in there, but by enlarge he was a healthy person and largely from 1958 to, I think, 1968 to 1985 Jernigan was President, and I think there was some stuff before that period, too, where he was President. And so, yeah, there's been a long tradition of that; and Joyce Scanlan was President of the Minnesota affiliate from about

1970 to 2005. Allen Harris was President of the Michigan affiliate for a long time. And, most of these people are good people.

Ferguson: Sure, okay.

Ice: And, I think things have blossomed a lot here since Mike became President. So anyway, that's sort of my activity. And then, in 2002 I went for a National Orientation and Mobility Certification; and got that. And, since about 2005 I've been on a National Orientation and Mobility Certification Trainer committee, which basically sets policy for how that program goes.

(Some brief chatter here and then interview resumes.)

Ferguson: Okay. Did you have anything you'd like to add?

Ice: Not that I can think of. Do you have any other questions that you had been planning on asking?

Ferguson: No those were the big ones that I planned on covering. And, we can always...if you think of anything again, or if I think of any more questions, we could possibly set up another interview down the road or...

Ice: I can think of one of the things about my going from Rehab. Counselor to Rehab. Teacher. That was something; I was a Rehab. Counselor for four-and-a-half years.

Ferguson: Okay.

Ice: And, there was...there were many things I liked about the job. Certainly, you have a lot of responsibility. You're more at the heart of what this organization is all about. But, it was also such an overwhelming job. I was working typically 55, 60 hours a week.

Ferguson: Oh, wow!

Ice: And, the culture in the organization, at that time, before the Fair Labor Standards Act regulations kicked in, was you'd do this till the job was done. And so, I think pretty much all the people, the field staff, were working over 40 hours a week; and I just didn't feel good about not putting that much time in that, I wouldn't get enough of the work done.

Ferguson: Oh okay, yeah.

Ice: But, that was taking a toll and I knew that I was going to burn out eventually if I kept that up. Also, Rehab. Counseling, that's getting people into jobs; it's going out and working with employers and all that kind of stuff, and I don't dislike employers, but it's not what makes me tick.
(Laughter)

Ferguson: Yeah, sure.

Ice: And, I had had a good record as a Rehab. Counselor, as far as closures and all that kind of stuff. But, in 2000 Rachine Sartain, who had been the Rehab. Teacher in my area, decided to leave the agency and I saw this as an opportunity. I had been noticing Rehab. Teachers seemed to

be doing more of the kind of stuff I wanted to do anyway. So, decided hey this is an opportunity and I won't have to move. This is not going to come around real often, so I applied for that and I was accepted as the new Rehab Teacher in the area and then I had to go through the year from hell. I was doing both jobs.

Ferguson: Oh, no!

Ice: And, not doing either one of them very well. It was just too much. And, Bonnie Linquist, who was the head of the Rehab. Counselors at the time, made a comment later on that I thought was...I'm not exactly sure why she said it. "We were close to firing you; you just were doing such a poor job."

Ferguson: Oh, wow!

Ice: Give me a break! (Laughter)

Ferguson: Dang!

Ice: Well, fortunately as time went on, my...and we had more distance, my relations with Bonnie improved considerably. (Laughter) But, wow, that really hurt. But, I've loved working with...the senior citizens are such an appreciative group of people.

Ferguson: Yeah?

Ice: Oh yes. That's one big thing between that and the Voc. Rehab group, many of them are appreciative, too, but many

of them are much more broken in the first place. And, they've also some of them have been in the system so long that they're into playing it. And so, that really dampens the enthusiasm.

Ferguson: Sure.

Ice: Most of the seniors that I'm working with, they're brand new to blindness. It's really hit them hard but here I am; I come in and bring them hope. And so, it's just a regular diet of people who are so appreciative of what I do even if I haven't done much for them. (Laughter) And so, that's a real upper.

Ferguson: Yeah, talk about a job that gives back.

Ice: Yeah. And so, that is one of the things I really appreciate about it. And, I think I also have more to offer. I think there's sort of a teacher's mentality to me anyway and especially in some areas I have a lot to offer. I am quite competent in cane travel area; something I always loved. I understand Braille upwards and downwards. I'm not fast with it, but I can take people pretty much where they want to go with Braille. I'm okay with the computer technology, although there's always more you can do with that.

Ferguson: Sure, yeah.

Ice: Those are probably some of the most important ones, and I'm competent in the other areas, except for crafts. (Laughter) So anyway, I can get most of the people where they want to go, and so it's fun seeing them develop.

45:00

Ice: And then, sometimes though, they die on me.

Ferguson: Oh yeah, that would be...

Ice: Which is...I had three deaths of very dear people last month.

Ferguson: Oh, no!

Ice: You know it doesn't knock me down, but it's just sobering. People that I just thought in the case of Lilah Bell, 102 and a half, I thought she'd live forever. But, one client of mine was two days away from being able to close her case and she died. But, it's been a very gratifying job, and so that's I think that's certainly helped keep me going. When I went into Rehab. Teaching, and once I finally was able to be relieved of Rehab. Counseling duties, I fell back to a much more handle-able 50 hours per week. That never felt really onerous. And so, I don't work that much anymore because I can't but I never had any...begrudged that at all.

Ferguson: Okay.

Ice: It felt sort of like something was taken away from me when they did the 40-hour week thing. And, I still think it's crazy.

Ferguson: I guess, with your position there's no end to the work so that would, yeah.

Ice: Oh, yeah...there is, yeah. And, it's taken away much of the flexibility that I once had. I can't...if I...say I'm on a Thursday, which is the end of a work week by Iowa standards for some reason. I'm really curious what the origin of that one is. I'm over in Davenport and I have someone that would really benefit from having another half hour of instruction. Well, it used to be I'd just do it. Well, now I've got to get back because I'm going to be overtime if I don't.

Ferguson: Yeah, that's frustrating.

Ice: Yeah. And, I used to schedule days I would, typically, if I was out of town say I was going to Davenport; it's an hour and a half drive over there. So, I'd start my appointments at 9 o'clock and finish things at 5 and get back at 6:30. Now, I have to get over there at 9:30 and I have to leave at 3:30. Much shorter work day, so I get much less on the ground work done. But, it does give me more in the evenings.

Ferguson: Well, there you go, yeah.

Ice: So, anyway that's probably enough.

Ferguson: Well, thank you very much for coming in and talking about all this. It's been very interesting, really, and this will eventually get transcribed. And, I believe that you'll get an electronic copy so you can read through it, and then if there's anything that you want to keep confidential or anything like that, you can mark it. So, we're making sure to

do that. We want to make sure you're comfortable with whatever we put out there, eventually.

Ice: Okay.

48:34

(End of Recording)

Beverly Tietz

4-23-11